



Alexandria City Academy

Session 8

October 29, 2015



Human Rights

Jean Kelleher

Director, Office of Human Rights



Local Code Provisions & Federal Laws

- **The Alexandria Human Rights Code** (§12-4) of 1975, as amended, prohibits discrimination against any person in housing, employment, city contracts, health and social services, public accommodations, credit and education based on race, color, sex, religion, ancestry, national origin, marital status, familial status, age, disability or sexual orientation.
- **Title VII of the Civil Rights Act** of 1964, as amended, prohibits discrimination based on race, color, sex, religion, or national origin.
- **The Americans with Disabilities Act** (ADA), enacted in 1990, and amended in 2009 (ADAAA), protects qualified individuals with disabilities from discrimination.
- **The Age Discrimination in Employment Act** (ADEA), enacted in 1967, protects individuals over the age of forty from employment discrimination.

Department Programs

- ENFORCEMENT & COMPLIANCE
 - COMPLAINT RESOLUTION
 - DISABILITY RIGHTS
 - CIVIL RIGHTS COMPLIANCE
 - TRAINING

- STRATEGIC INITIATIVES
 - COMMISSIONS (ALEXANDRIA HUMAN RIGHTS COMMISSION & ALEXANDRIA COMMISSION ON PERSONS WITH DISABILITIES)
 - OUTREACH & COLLABORATION



WHAT IS DISCRIMINATION?

Theories of Discrimination

Disparate Treatment

Disparate Impact

Harassment

Retaliation

Occurs when an employee is treated differently based on his/her membership in a particular class of people.

Occurs when an employer's neutral employment policies or practices affect members of a certain group differently.

Usually a series of acts directed toward an individual based on his/her protected class, leading to a "hostile work environment."

Most commonly occurs after an employee complains about discrimination, and the employer begins treating the employee differently because of his/her complaint.



Making a *Prima Facie* Case for DISPARATE TREATMENT

1	Member of a Protected Class
2	Qualified for Position
3	Suffered Adverse Employment Action (Despite Qualifications)
4	Treated Differently than Similarly-Situated Employees not Members of Protected Class

Making a *Prima Facie* Case for **DISPARATE IMPACT**

1	Establish that Particular Employment Practice Disproportionately Excludes Members of a Protected Group
2	Complainant Belongs to Protected Group that is Affected by Policy or Procedure
3	Qualified for Position
4	Suffered Adverse Employment Action (Despite Qualifications)



Making a *Prima Facie* Case for HARASSMENT

“Title VII also requires a showing ... that the alleged ... harassment unreasonably interfered with her work performance or created an intimidating, hostile or offensive working environment. The requirement that the harassment be unreasonable assures that Title VII does not serve as a vehicle for vindicating the petty slights suffered by the hypersensitive.”

Zabkowicz v. West Bend Co., 589 F. Supp. 780, 784 (E.D. Wis. 1984).

- Harassment must be severe and pervasive, so as to constitute a hostile work environment, which actually changes the terms and conditions of employment.
- Harassment should not be confused with poor management practices or perceived workplace slights.




Making a *Prima Facie* Case for **RETALIATION**

1	Complainant Engaged in Protected Activity
2	Suffered Adverse Employment Action
3	There is a Nexus Between the Protected Activity and the Adverse Employment Action <u>Ross v. Communications Satellite Corp.</u> 759 F. 2d 355 (4th Cir. 1985).
	Title VII and the Alexandria Human Rights Code prohibit retaliation by an employer if an employee has complained about discrimination or assisted someone else in the exercise of his/her rights.

The Complaint Process



- Intake Questionnaire
- Interview with Investigator
- Complainant's Affidavit/Possible Mediation
- Respondent's Position Statement
- Investigation
- Complainant's Rebuttal
- Determination based on Preponderance of the Evidence
- If Cause -- Conciliation, Litigation or Public Hearing before Human Rights Commission
- If No Cause -- Case Closed (EEOC Review, if Jurisdiction)



OFFICE OF HUMAN RIGHTS
421 King Street, Suite 400
Alexandria, Virginia 22314

alexandriava.gov

Phone 703.746.3140
Virginia Relay 711

INTAKE QUESTIONNAIRE FORM

THIS IS NOT A FORMAL COMPLAINT. YOUR COMPLETION OF THIS QUESTIONNAIRE DOES NOT SIGNIFY THAT YOU HAVE FILED A FORMAL COMPLAINT WITH THE ALEXANDRIA OFFICE OF HUMAN RIGHTS. THIS QUESTIONNAIRE IS INFORMATION ONLY.

COMPLAINANT INFORMATION		
NAME	DOB	EMAIL:
ADDRESS		
CITY	STATE	ZIP
PHONE H () W ()	CONTACT PERSON PHONE # (IF YOU CANNOT BE REACHED)	
I BELIEVE I HAVE BEEN DISCRIMINATED AGAINST IN THE AREA OF (CHECK ONE)		
() EMPLOYMENT () HOUSING () PUBLIC ACCOMMODATIONS () OTHER		
I BELIEVE I HAVE BEEN DISCRIMINATED AGAINST ON THE BASIS OF MY		
WHEN DID THE ALLEGED DISCRIMINATORY ACT OCCUR? (MUST BE WITHIN 300 DAYS IF FILING UNDER TITLE VII, 180 DAYS IF FILING UNDER AGE DISCRIMINATION IN EMPLOYMENT ACT, 365 DAYS IF FILING UNDER HOUSING)		
RESPONDENT INFORMATION		
NAME/ADDRESS OF COMPANY (MUST BE WITHIN CITY LIMITS OF ALEXANDRIA)		
PRESIDENT/CONTACT PERSON/PHONE ()		
DATE OF HIRE (IF APPLICABLE)	POSITION (IF APPLICABLE)	



Questions?

Office of Human Rights

421 King St., Suite 400

Alexandria, VA 22314

703.746.3140

Virginia Relay 711

www.alexandriava.gov/HumanRights



The Judicial System



James Banks, Jr., City Attorney, City of Alexandria

Melinda Douglas, Public Defender, City of Alexandria

Nicholas Gehrig, President, Alexandria Bar Association

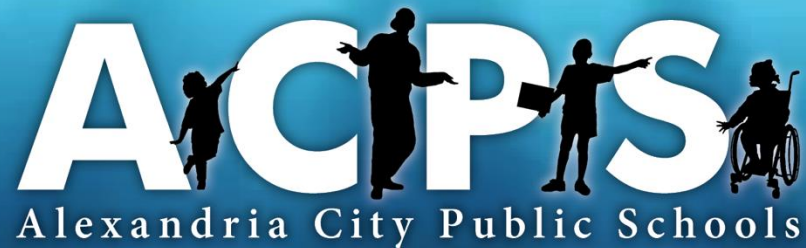
Lisa Kemler, Chief Judge, Alexandria Circuit Court

Michael Mackey, Director, Alexandria Court Service Unit

Bryan L. Porter, Commonwealth's Attorney, City of Alexandria

Questions?

Welcome to Alexandria City Public Schools



Who Are We? A Diverse Community

TOTAL STUDENT POPULATION: 14,224







Hispanic 34.8%



Black 31.1%



White 26.7%

-  **Asian 4.3%**
-  **Native American 0.5%**
-  **Native Hawaiian/Pacific Islander 0.2%**
-  **Multi-racial 2.3%**

Special Education 10.8%
(as of Dec 1, 2014)



Talented & Gifted 9.8%
(as of June 30, 2014)



Our students
come from
125 countries
speaking 87
native
languages

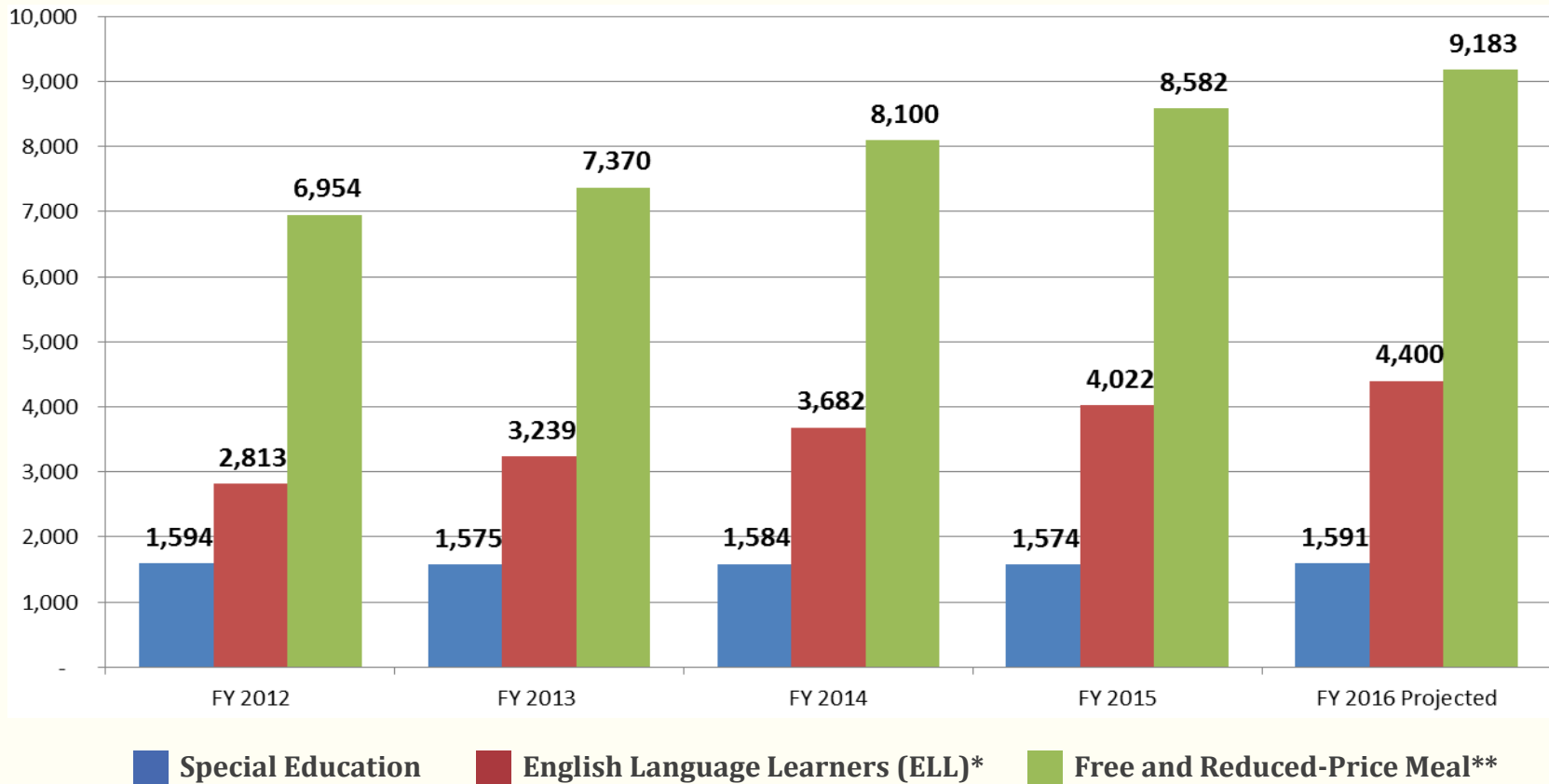
ELL 28.3%
(as of Sep 30, 2014)



**Free/Reduced
Priced Meals 57.54%**
(as of Oct 31, 2014)



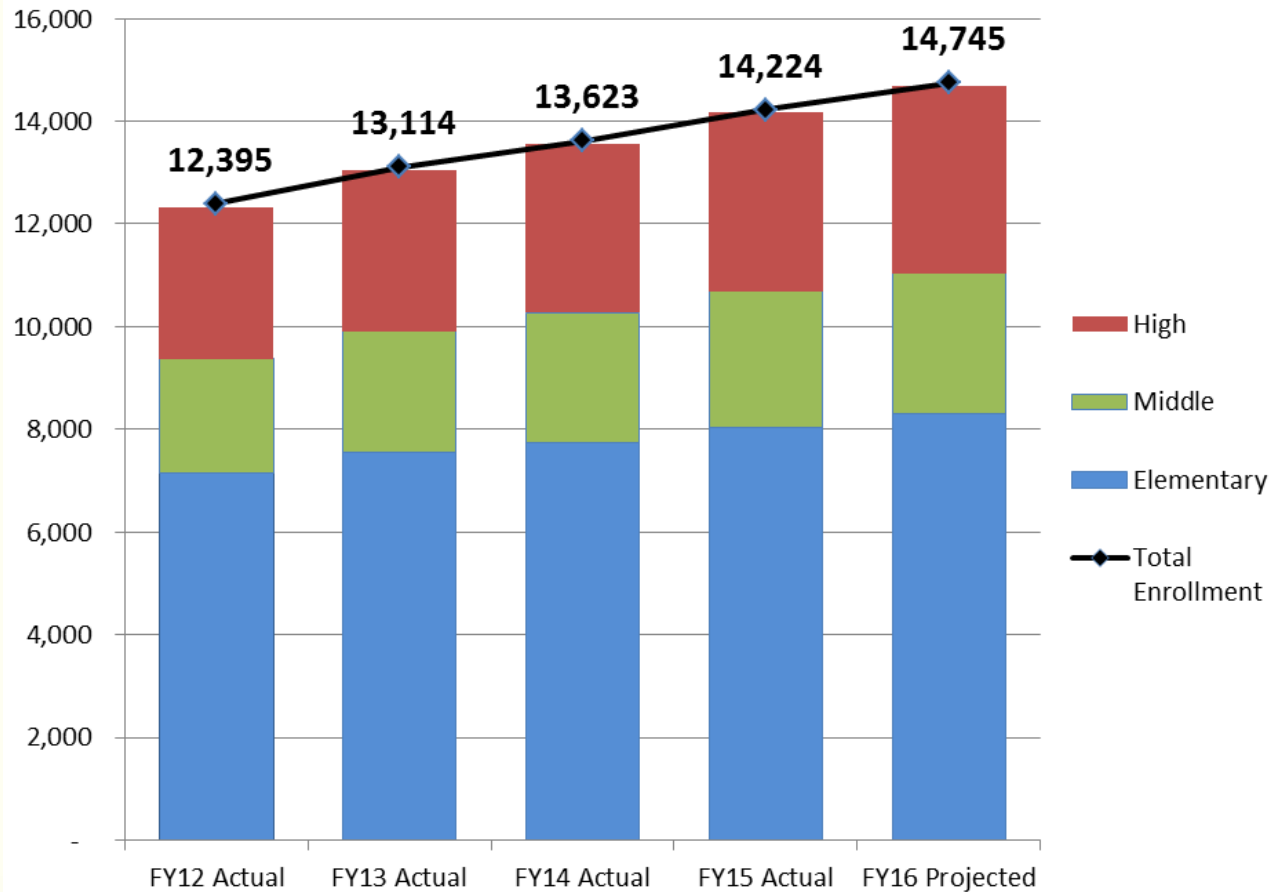
... And Becoming More Diverse



*English Language Learner enrollment includes monitoring years 1 and 2.

**Free and reduced-price meal eligibility projected on average increase of 7% per year based on trends between FY 2012 - FY 2015.

We Are Growing



Annual Enrollment Growth	
FY 2012	3.3%
FY 2013	5.8%
FY 2014	3.9%
FY 2015	4.4%
FY 2016 Projected	3.7%
4-Year Average FY 2012 - FY 2015	4.3%

We Are Focused

- Student achievement
- Safe and supportive learning environments
- Good physical and mental well-being
- Efficient use of resources
- Buildings conducive to learning
- Evidence-based decision making and accountability
- Remaining competitive

We Are Successful

- Over 50% of the class of 2014 received Advanced Studies diplomas, 87% recorded plans to attend a four- or two-year college
- Increased SAT participation and pass rate: 73% of all minority students in the class of 2014 took the test, exceeding state and national percentages
- Highest AP participation and pass rates in history of T.C. Williams, earning Honor Roll status by the College Board
- 15 of 16 schools accredited
- T.C. Williams, George Washington and Hammond achieved Highly Certified status for AVID

We Face Challenges

- Raise achievement for all students and address the underperformance of gap groups
- Under-representation of minority students in the gifted and talented program
- Suspension rates of minority students, particularly male
- Aging facilities and capacity issues
- Ability to fund and house more pre-kindergarten programs
- Public and community perception of ACPS

We Invite You To Get Involved

- Volunteer in our schools
- Become a mentor to a child
- Attend a Superintendent Chat scheduled around the city
- Connect with ACPS in various ways

CONNECT with ACPS

Alexandria City Public Schools

Know what's happening around
Alexandria City Public Schools.

Find out about important **news**, receive emergency **alerts**, read **stories** about our student and staff achievements, and see **photos** and **video** from schools and events.



ACPS Website
www.acps.k12.va.us



Follow ACPS on Twitter
[@ACPSk12](https://twitter.com/ACPSk12)

#TeamACPS
#ProudTitan



Like ACPS on Facebook
facebook.com/ACPSk12



Watch ACPS-TV on Cable Channel 71
and Youtube: youtube.com/ACPStv



Sign up for the Daily Digest e-Newsletter and
Emergency Alerts: www.acps.k12.va.us/lists



Share your school's good news with us!
703-619-8003 • news@acps.k12.va.us





Information Technology Services (ITS)

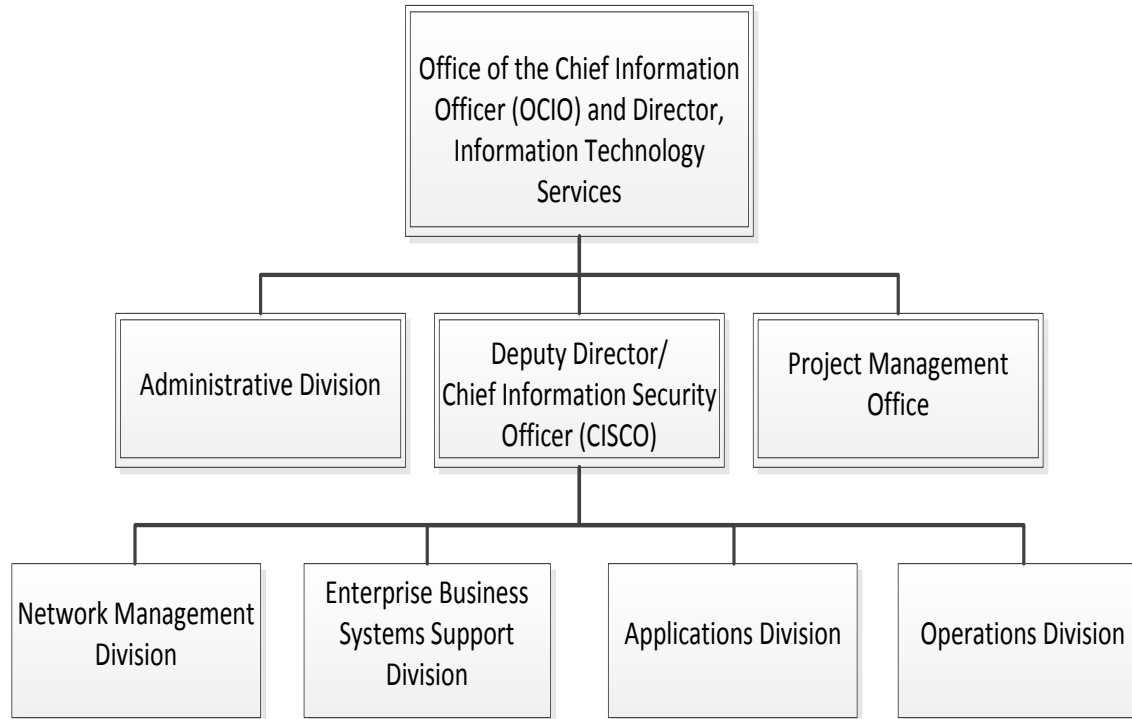
Kevin Edwards
CIO/Director

Human
Resources

Administration

Training

Finance



Operations

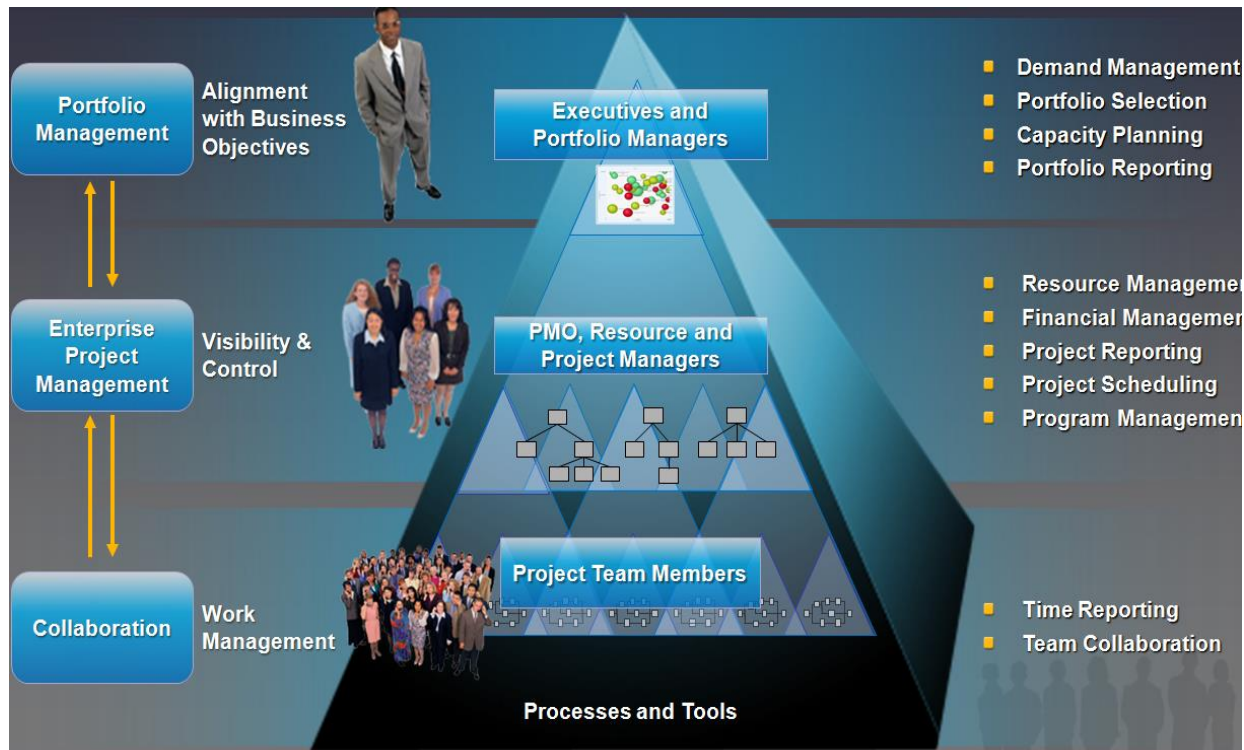


- Provide support to City staff
- Support real estate and personal property billing.



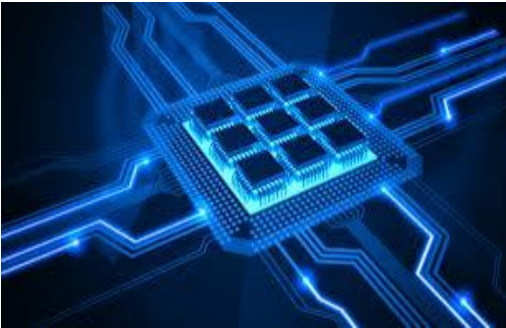
Enterprise Project & Portfolio Management

Projects begin and end here



Enterprise Business Systems Services

Core Back
Office
Software



- Cityworks (Asset Maintenance)
- Advantage (Permitting)
- RecTrac (Recreation Ctr. Mgmt)
- Munis (GL, AP, Budget, Purchasing)
- Munis (HR, Payroll)
- RevenueOne (Tax Billing, AR)
- Database Administration

Share
Information

Applications

Inform
Decisions

- City Website
- GARIweb
- Call.Click.Connect.
- Mapping
- Spatial Analysis
- City Calendar
- Mobile Apps
- Business Systems Integration



Provide
Public
Services

Network Management

- Network Stability
- Wireless Project
- Data Center Relocation
- Upcoming Network Upgrades
- Storage Upgrades

Make it all
happen in
the
background



Security

- Vulnerability Assessment
- Password Management
- EndPoint Protection



Securing the
network



Questions?

Information Technology Services

123 N. Pitt St., Suite 250

Alexandria, VA 22314

703.746.3001

www.alexandriava.gov/Technology